



## **R&E Board Employee Benefits Summary**

### **Compensation**

New employees will generally be hired at the minimum appropriate salary level.

### **Holidays**

Eleven holidays are observed by R&E Board employees, who also earn an additional floating holiday per year. Part-time employees receive holiday pay at a pro-rated amount equivalent to their full-time equivalency: i.e., a .75 FTE (full-time equivalent) would receive six hours of holiday pay.

### **Pay Dates**

R&E Board employees are paid on a biweekly schedule with pay days every other Friday. Employees will receive their first check within 30 days of their date of hire. Direct deposit of paychecks is required.

### **Probationary Period**

R&E Board employees will serve a six-month probationary period. Supervisors will serve a twelve-month probationary period.

### **Time Off Program**

All eligible employees accrue paid-time-off (PTO) based on tenure. PTO can be used for any purpose, subject only to request and approval procedures. PTO is accrued bi-weekly, and a certain amount can be carried over from one calendar year to the next

### **Retirement Program**

- Participation in Public Employees Retirement Association (P.E.R.A.) and FICA are required. Both the employee and the employer make contributions in accordance with current legislative requirements.
- Employees are also eligible to participate in a 457(b) plan through the Minnesota State Retirement System.

### **Insurance Benefits Program**

R&E Board employees are eligible to for insurance benefits the same as or very similar to, those offered to Ramsey County employees. The R&E Board also offers a Cafeteria Plan for Pre-Tax deductions for health and/or dependent care expenses. This gives employees an opportunity to design a benefit package that more closely fits their personal needs and goals. The R&E Board makes monthly employer contributions, combined with employee contributions, to purchase benefits from a menu of items.

- Health – The R&E Board offers a health plan for single or family coverage. The R&E Board pays a significant portion of the monthly premium. Coverage is effective on the first of the month after 30 days of employment.
- Dental - The R&E Board offers employees voluntary dental coverage plans with single and family coverage options. The R&E Board pays a portion of the monthly premium. Coverage is effective on the first of the month after 30 days of employment.

- Life - The R&E Board provides basic life insurance to eligible employees in an amount equal to their annual salary, up to a maximum of \$50,000. Several optional life insurance programs are also available to employees and spouses.
- Disability- Long-term disability insurance is employer-paid and provides a benefit of 40 percent of an employee's gross pre-disability income if they are disabled for more than six months. Employees may purchase an additional 20 percent income replacement at their own expense. Optional short-term disability insurance is available for employees to purchase and provides 60 percent of gross pre-disability income. Employees can choose a 30, 60 or 90-day elimination period.
- Cafeteria Pre Tax Plan - There are three programs that are part of the Cafeteria Plan which permits contributions by eligible employees to a Health Care Reimbursement Program ("HCRP") and/or a Dependent Care Reimbursement Program ("DCRP") on a pre-tax basis, as well as use of pre-tax dollars to pay their portion of medical and/or dental insurance premiums. This means that the contributions are taken out of employee wages before taxes are determined.

### **Request More Information**

**Specific information regarding the R&E Board's monthly contribution, coverage and costs will be provided with the conditional offer of employment or upon request by the applicant.**

### **Payroll Deductions**

The R&E Board withholds the following mandatory deductions:

- FICA
- Medicare FICA
- Public Employees Retirement Association (P.E.R.A.)
- State (Minnesota) and federal taxes